

DCFS Training ANNUAL REPORT FY '08

The Division of Child and Family Services provides a variety of training opportunities for our staff as well as the broader public. We believe that it is vital that our new employees have a substantial amount of training before they assume a caseload and have responsibility for children and families. Our new employees have:

- Department of Human Services New Employee training
- 120 hours of Practice Model training - The philosophy and foundation for our work with families. It is also intended to provide consistent service across the state.
- SAFE training - Our substantial computer system that documents all casework activities.
- Level A - The introduction to the Department and Division processes.
- Level B - The organization for practice and documentation training.
- CORE 100 - An overview of the laws and legal processes.
- CORE 103 - An overview of the effects of abuse and neglect on development.
- CORE 104 - Helps new caseworkers to understand the issues of separation and loss.

All of our staff is required to have regular training on:

- Workplace Violence
- Sexual Harassment
- Driver Safety

* New support staff is also required to have a less intense training on the Practice Model.

Our veteran casework staff is required to have 40 hours of training each year. This is also a requirement for their licensure. There are various trainings the regions provide throughout the year. The topics can range from domestic violence to child development to youth safety, to substance abuse issues, etc.

INSERVICE TRAINING

Training	# Trained
Advanced Intensive Sex Abuse Interview Skills	99
Audio-Import	176
C.A.R.E.	72
Car Seat	14
Child Interviewing	105
Clinical Forum	58
Domestic Violence	399
Home Builders Family Preservation	117
Kinship Practice Guidelines 2008	829
Legal – 4 th & 14 th Amendments	165

Training	# Trained
Legislative Update	196
Licensing Information System	22
Limelight Training	21
Motivational Interviewing	130
Safety Model Introduction	665
Secondary Traumatic Stress	67
Substance Abuse – Web	377
Transfer to Adult Learning – Ansell Casey Learning Skills Assessment	298

NEW EMPLOYEES TRAINED

Region	#
Salt Lake	68
Northern	34
Western	29
Eastern	35
Southwest	22

TRAINERS

Region	#
Salt Lake	5
Northern	3
Western	2
Eastern	2
Southwest	2
State Office	6

We also host a Child Welfare Institute each year for all staff. This year, we brought in a nationally-renowned speaker, Dr. Bruce Perry, to inform us about trauma and the effects on the brain. Approximately 500 people attended this daylong event. This included DCFS staff, partner agency staff, foster parents and others.

Some of the other public events in 2008 that DCFS staff attended were:

- National Drug Endangered Children's conference
- Joining Forces Conference
- Utah Association for Play Therapy Conference
- Court Improvement Summit
- Quality Improvement Summit

NEW EMPLOYEE TRAINING – MENTORING/SHADOWING

Northern Region	<ul style="list-style-type: none"> • NEs hired • NEs shadowed experienced employees during fiscal year • Experienced caseworkers shadowed • Shadowing experiences per NE 	34 (6 quit or were let go) 30 2-13 25-100
Southwest Region	<ul style="list-style-type: none"> • NEs hired • NEs shadowed experienced employees during the fiscal year • Experienced caseworkers shadowed • Shadowing experiences per NE 	22 (4 no longer with DCFS) 14 2-10 25-100
Eastern Region	<ul style="list-style-type: none"> • NEs hired • NEs shadowing • Experienced caseworkers shadowed • Shadowing experiences per NE 	35 18 3-8 9-13
Salt Lake Region	<ul style="list-style-type: none"> • NEs hired • NEs shadowing • Experienced caseworkers shadowed • Shadowing experiences per NE 	68 68 192 32-64 per employee
Western Region	<ul style="list-style-type: none"> • NEs hired • NEs shadowing • Experienced caseworkers shadowed • Shadowing experiences per NE 	29 18 2+ Multiple